

Short Honest Interview Impression Management (HIIM-S) and Short Interview Faking Behavior (IFB-S) Scales

Honest IM – Self-promotion

HSPROM11	I made sure to let the interviewer know about my job credentials
HSPROM3	I made sure the interviewer was aware of my skills and abilities
HSPROM5	I let the interviewer know how my qualifications were well-suited for the position
HSPROM9	I brought up my past work experience to make the interviewer aware of my competence

Honest IM – Ingratiation

HINGRT3	I tried to find out the values or opinions the interviewer and I shared in common, and was vocal about these
HINGRT5	I found out about values and goals that I shared with the organization, and made sure to emphasize them
HINGRT9	When the interviewer expressed views that I shared, I focused on incorporating these into my answers
HINGRT12	I discussed interests I shared in common with the interviewer

Honest IM – Defensive

HDEFIM1	I gave the interviewer an honest account of why I lacked control over past negative events that came up during the interview
HDEFIM2	I recounted to the interviewer steps I had taken to prevent the recurrence of negative events or occurrences in my past
HDEFIM5	I shared my past regrets about how I handled certain situations, and how I would improve in the future
HDEFIM8	I gave reasons why I felt I benefited positively from a negative event I was responsible for

Deceptive IM – Slight Image Creation

ICEMB4	I exaggerated my responsibilities on my previous jobs
ICTAI7	I distorted my answers based on the comments or reactions of the interviewer
ICTAI8	I distorted my answers to emphasize what the interviewer was looking for
ICFIT14	I inflated the fit between my values and goals and the values and goals of the organization

Deceptive IM – Extensive Image Creation

ICCON18	I told fictional stories prepared in advance of the interview to best present my credentials
ICCON20	I made up stories about my work experiences that were well developed and logical
ICINV31	I invented some work situations or accomplishments that did not really occur
ICBOR34	When I did not have a good answer, I borrowed work experiences of other people and made them sound like my own

Deceptive IM – Ingratiation

INCON55	I tried to find out the interviewer's views and incorporate them in my answers as my own
INCON56	I tried to express the same opinions and attitudes as the interviewer
INCON57	I tried to appear similar to the interviewer in terms of values, attitudes, or beliefs
INENH64	I complimented the organization on something, however insignificant it may actually be to me

Deceptive IM – Image Protection

IPOMI42	When asked directly, I did not mention my true reason for quitting previous jobs
IPMAS46	When asked directly, I did not mention some problems I had in past jobs
IPMAS49	I covered up some "skeletons in my closet"
IPDIS51	I clearly separated myself from my past work experiences that would reflect poorly on me.
